

Nebraska State Energy Sector Partnership

**Northeast Regional Project Team
syNErgy Proposal**

Table of Contents

Section 1: Project Overview and Approach (p. 3)

Section 2: Work Plan (p. 4)

- a. Comprehensive Workforce Services—Outreach, Recruitment, Assessment (p. 4)**
- b. Training Opportunities (p. 5)**
- c. Supportive Services (p. 16)**
- d. Performance, Placement & Retention (p. 17)**
- e. Sustainability Plan (p. 18)**

Section 3: Organizational Structure (p. 19)

Section 4: Detailed Budget and Budget Narrative (p. 21)

Budget Narrative (p. 21)

Detailed Budget (p. 22)

Attachments

- 1. List of Northeast Training Opportunities (p. 23)**
- 2. Northeast Planned syNErgy Performance Outcomes (p. 26)**

Section 1: Project Overview and Approach

The Northeast Regional Project Team respectfully submits this proposal to enhance workforce development and provide training opportunities related to the renewable energy sector in the Northeast region of Nebraska. The Northeast renewable energy focus of Wind and Bio-fuels draws on the resources already in place in this region. The current wind and bio-fuels resources, including natural resources and training providers, offer a strong base to develop new renewable energy employment and training opportunities in this part of the State.

The Northeast project will be administered through the local One-Stop Career Centers located in Columbus and Norfolk. Current partnerships within the local One-Stop Career Centers will aid in the implementation of the Northeast project. The local Workforce Investment Act (WIA) system and infrastructure will be mirrored for the Northeast project. The syNErgy case manager will have direct communication with WIA case managers and Career Center staff that will serve as a resource for recruiting potential syNErgy participants.

While the primary focus of the Northeast project is Wind and Bio-fuels, the Northeast Regional Project Team is aware that energy efficiency is an issue for all Nebraskans. For this reason, the Northeast project has expanded to include energy efficient related trainings. Efforts will be made to partner with other energy related programs, such as the Rural Economic Development Energy Efficiency effort, and Central Community College's "Weatherization" project.

Northeast training opportunities to develop and enhance workforce development in the wind and bio-fuels arenas include: basic skill "boot camps" for entry level and pre-employment participants; Occupational Skills Trainings which include certificate programs; On the Job Trainings (OJTs) with local employers; Apprenticeship and Pre-Apprenticeship programs; Internships, both paid and unpaid, to allow students to gain "real world" experience with employers; and Customized Trainings to meet the specific needs of local employers in the Northeast area.

The goal of the Northeast syNErgy project is to expand upon and prepare individuals for employment opportunities related to the Wind and Bio-fuels renewable energy industries already being marketed in northeast Nebraska.

Section 2: Work Plan

a. Comprehensive Workforce Services (Outreach, Recruitment, Assessment)

The One-Stop Career Centers and industry employers will be direct assets in the areas of outreach and recruitment. Business Service Representatives (BSRs) located in the local Career Centers will assist with employer outreach, recruitment and engagement for the Northeast syNErgy project. The syNErgy case manager will be responsible for participant outreach and recruitment. To maximize the potential for recruitment and outreach, various forms of media/communications will be utilized. These techniques include, but are not limited to, electronic transmissions through phone or email, print media to include potential correspondence to adjacent programs, and word of mouth medium between employers and project affiliates.

Current recruitment strategies for WIA and similar programs will be utilized. syNErgy recruitment will extend beyond these strategies to target unemployed individuals who meet the “priority populations” outlined in the SESP Request for Proposal. This will be accomplished by coordinating with other agencies and organizations that currently serve these priority populations. syNErgy will also target high-skilled unemployed workers who closely resemble “incumbent workers”. Labor Unions will be a key resource for targeting the high-skilled unemployed population. Industry organizations and NDOL’s Rapid Response/Layoff Report will also be utilized to target unemployed individuals with skills related to this project’s focus.

The Workforce Investment Act (WIA) systems and infrastructure will be mirrored for the Northeast syNErgy project. WIA style case management, which includes a “wrap-around” service strategy, will be implemented to provide syNErgy participants the intensive case management necessary to successfully complete a training program. All syNErgy participants will be assessed to determine the best and most appropriate service strategy for their training. Unemployed workers will receive the same assessments that the local WIA programs provide, including basic skills assessments for Reading and Math.

b. Training Opportunities

The Northeast proposal lists the types of training opportunities that will be available and funded through the syNErgy project. Please note that the list of training opportunities includes 2 categories as “alternate” training opportunities. While syNErgy will encourage employment and trainings that are directly related to the wind and bio-fuels industries, it is recognized that some employment opportunities may not be readily available.

For this reason, the Northeast Regional Project Team has designated alternate training opportunities that may be related to renewable energy employment, at some point along the energy employment spectrum. For example, a truck driver is needed to transport the wind blades from one region to another. The alternate programs will not be a primary focus for this project, but they are an alternative that can be utilized, when there is a good faith belief that an individual can obtain employment in the renewable energy fields using these “universal” skills.

	Wind Program	Bio-Fuels Program	Solar PV (Photovoltaic)
Energy Focus	Wind Energy	Bio-Fuels	Energy Efficiency
New or Existing	Existing	Existing	New
On-line?	No	No	No
Type of Activity	Classroom	Classroom	Classroom; Incumbent Worker; Customized
Incumb./ Unemp/ Both	Unemployed	Unemployed	Incumbent
Training Provider(s)	NECC	CCC; NECC	NJATC
Pre-requisites	10th grade COMPASS score	10th grade COMPASS score	Journeyman/Apprentice
Certificate/ License/ Credential	Diploma	Associates Degree	Certificate of completion, could lead to NABCEP or other national credential
Total Hours	full diploma	full diploma	24
Length of Time	1 year	2 years	1 week
# of Sessions	1	1	2
Enrollment Timeline	1 time	1 time	1 time per year
Trainees/Session	8	8	12
Total Trainees	8	8	24
Cost/Participant	\$4,925	\$5,184	\$1,425
Total Training Cost	\$39,400	\$39,398	\$34,200
Expected Wage/Hr	\$18	\$18	\$24

	Renewable Energy Certificate	Weatherization	Energy Auditor
Energy Focus	Wind; Bio-Fuels	Energy Efficiency	Energy Efficiency
New or Existing	New	New	New
On-line?	No	No	No
Type of Activity	Classroom	Classroom Training; Incumbent Worker	Classroom Training; Incumbent Worker
Incumb./ Unemp/ Both	Unemployed	Both	Both
Training Provider(s)	Little Priest Tribal College; NRES	CCC	CCC; IBEW
Pre-requisites	High School Diploma/GED	High School Diploma; GED	Building Background, Training or Experience
Certificate/ License/ Credential	Certificate through LPTC	Certificate (not supported by DOE; should come from Community College)	Certificate (through National curriculum)
Total Hours	120	40	40
Length of Time	3 weeks	1 week	1 week
# of Sessions	2	4	4
Enrollment Timeline	1 time per year	two times per year	2 times per year
Trainees/Session	20	10	10
Total Trainees	40	40	40
Cost/Participant	\$1,425	\$950	\$950
Total Training Cost	\$57,000	\$38,000	\$38,000
Expected Wage/Hr	\$15	\$12	\$14

	LEED	Energy Management	Waste Cap-Surface Training
Energy Focus	Green Construction/Energy Efficiency	Energy Efficiency	Wind; Bio-Fuels; Green Construction
New or Existing	Existing	Existing	Existing
On-line?	Yes	Yes	No
Type of Activity	Classroom; Incumbent	Classroom Training; Incumbent Worker	Classroom; Customized
Incumb./ Unemp/ Both	Incumbent	Incumbent	Incumbent
Training Provider(s)	AGC Building Chapter	Association of Energy Engineers	CCC
Pre-requisites	Building/construction/electrical experience or two-year college degree in related field	Professional Experience Required	Building/construction/electrical experience
Certificate/ License/ Credential	LEED Certified	Certificate; CEU credit; PDH credit	Certificate
Total Hours	16	40	8
Length of Time	2 days	5 days	1 day
# of Sessions	2	3	4
Enrollment Timeline	1 time per year	3 times in 2 years	2 times per year
Trainees/Session	2	1	5
Total Trainees	5	3	20
Cost/Participant	\$855	\$5,971	\$523
Total Training Cost	\$4,275	\$17,913	\$10,460
Expected Wage/Hr	\$18	\$25	\$16

	Green Systems Support	Confined Space Training	Boot Camps
Energy Focus	Wind; Bio-Fuels; Green Construction	Wind; Bio-Fuels	Wind; Bio-Fuels; Green Construction
New or Existing	Existing	New	New
On-line?	No	No	No
Type of Activity	Classroom	Classroom; Customized	Classroom; Customized
Incumb./ Unemp/ Both	Both	Incumbent	Unemployed
Training Provider(s)	Steamfitters; CCC; NECC	CCC	Steamfitters; IBEW; CCC; NECC
Pre-requisites	varies	Professional Experience	Basic Reading and Math
Certificate/ License/ Credential	Certificate	Certificate	Certificate
Total Hours	40--80	16	80
Length of Time	8 weeks--10 weeks	1 week	2 weeks
# of Sessions	8	4	6
Enrollment Timeline	4 times per year	2 times per year	3 times per year
Trainees/Session	10	10	10
Total Trainees	80	40	60
Cost/Participant	\$356	\$124	\$950
Total Training Cost	\$28,480	\$4,960	\$57,000
Expected Wage/Hr	\$16	\$16	\$10

	Pre-Apprenticeships	Apprenticeships	Instrumentation
Energy Focus	Wind; Bio-Fuels; Green Construction	Wind; Bio-Fuels; Green Construction	Wind; Bio-Fuels
New or Existing	Existing	Existing	New/Existing
On-line?	No	No	No
Type of Activity	Classroom; OJT; Customized Training	Apprenticeship; OJT; Classroom	Classroom; Customized
Incumb./ Unemp/ Both	Unemployed	Unemployed	Both
Training Provider(s)	Steamfitters; IBEW	Steamfitters; IBEW; CCC	CCC; NJATC
Pre-requisites	Boot Camp	High School Diploma/GED	Journeyman/Apprentice/Professional Experience
Certificate/ License/ Credential	Certificate	Various (depending on the apprenticeship pursued)	Certificate
Total Hours	96	247/year	24
Length of Time	1 year	varies depending on apprenticeship	1 week
# of Sessions	2	22	4
Enrollment Timeline	1 time per year	on-going	2 times per year
Trainees/Session	3	1	10
Total Trainees	6	22	40
Cost/Participant	\$3,528	\$2,466	\$950
Total Training Cost	\$21,168	\$54,252	\$38,000
Expected Wage/Hr	\$12	\$22	\$20

	Welding	Safety Trainings	Work-Type Experiences
Energy Focus	Wind (manufacturing); Green Construction	Wind; Bio-Fuels; Green Construction	Wind; Bio-Fuels; Green Construction
New or Existing	New/Existing	Existing	Existing
On-line?	No	Yes	No
Type of Activity	Classroom; Incumbent Worker	Classroom; Customized	OJT, Internships, Work Experiences
Incumb./ Unemp/ Both	Both	Both	Unemployed
Training Provider(s)	Steamfitters; CCC; NECC	Steamfitters; IBEW; CCC	CCC; NECC; local employers
Pre-requisites	minimal to advanced experience required depending on the level of training	Basic Reading and Math	Basic Reading & Math
Certificate/ License/ Credential	Certificate	OSHA card; Certificate	none
Total Hours	40--1500	10-40	varies
Length of Time	8 weeks--2 years	2 days-1 week	varies
# of Sessions	8	8	28
Enrollment Timeline	4 times per year	4 times per year	on-going
Trainees/Session	8	8	1
Total Trainees	64	64	25
Cost/Participant	\$950	\$333	\$2,938
Total Training Cost	\$60,800	\$21,312	\$73,454
Expected Wage/Hr	\$15	\$12	\$14

	<i>Alternate Training Opportunities</i>		
	Industrial Technology Workshops	Truck Driving	Green Construction
Energy Focus	Wind; Bio-Fuels	Wind; Bio-Fuels; Green Construction	Green Construction
New or Existing	New/Existing	Existing	New
On-line?	No	No	No
Type of Activity	Classroom	Classroom; Incumbent Worker	Classroom
Incumb./ Unemp/ Both	Both	Both	Unemployed
Training Provider(s)	CCC	CCC; NECC	Little Priest Tribal College
Pre-requisites	English Speaker; minimum COMPASS testing	Drug Screen; Physical; Basic Reading and Math	High School Diploma/GED
Certificate/ License/ Credential	Certificate	Certificate (completion and National)	Certificate
Total Hours	150	240	Full time
Length of Time	4 weeks	6 weeks	18 months
# of Sessions	4	6	1
Enrollment Timeline	2 times per year	February 2011; April 2011; June 2011; October 2011; March 2012; May 2012	1 time
Trainees/Session	8	6	40
Total Trainees	32	36	40
Cost/Participant	\$3,000	\$2,195	\$4,250
Total Training Cost	\$96,000	\$79,020	\$170,000
Expected Wage/Hr	\$12-\$14	\$15-\$18	\$15

Northeast Training Opportunities
Unemployed and Incumbent Worker Budget and Enrollments

U = Unemployed Worker I = Incumbent Worker

A) Wind			8	\$39,398
	U worker	U cost	I worker	I cost
	8	\$39,398	0	\$0
B) Bio-Fuels			8	\$39,398
	U worker	U cost	I worker	I cost
	8	\$39,398	0	\$0
C) Solar			24	\$34,200
	U worker	U cost	I worker	I cost
	0	\$0	24	\$34,200
D) Renewable Energy Certificate			40	\$57,000
	U worker	U cost	I worker	I cost
	40	\$57,000	0	\$0
E) Weatherization			40	\$38,000
	U worker	U cost	I worker	I cost
	20	\$19,000	20	\$19,000
F) Energy Auditor			40	\$38,000
	U worker	U cost	I worker	I cost
	10	\$9,500	30	\$28,500
G) LEED			5	\$4,275
	U worker	U cost	I worker	I cost
	0	\$0	5	\$4,275

H) Energy Management			3	\$17,912
	U worker	U cost	I worker	I cost
	0	\$0	3	\$17,912
I) Waste Cap			20	\$10,450
	U worker	U cost	I worker	I cost
	0	\$0	20	\$10,450
J) Green Systems Support			80	\$28,500
	U worker	U cost	I worker	I cost
	20	\$7,140	60	\$21,360
K) Confined Space			40	\$4,940
	U worker	U cost	I worker	I cost
	0	\$0	40	\$4,940
L) Boot Camps			60	\$57,000
	U worker	U cost	I worker	I cost
	60	\$57,000	0	\$0
M) Pre-Apprenticeships			6	\$21,170
	U worker	U cost	I worker	I cost
	6	\$21,170	0	\$0
N) Apprenticeships			22	\$54,243
	U worker	U cost	I worker	I cost
	22	\$54,243	0	\$0
O) Instrumentation			40	\$38,000
	U worker	U cost	I worker	I cost
	6	\$5,700	34	\$32,300

P) Welding			64	\$60,800
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U worker	U cost	I worker	I cost
40	\$38,000	24	\$22,800

Q) Safety Trainings			64	\$21,280
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U worker	U cost	I worker	I cost
24	\$7,960	40	\$13,320

R) Work-Type Experiences			25	\$73,454
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U worker	U cost	I worker	I cost
25	\$73,454	0	\$0

Alternate Training Opportunities

S) Truck Driving			20	\$43,900
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U worker	U cost	I worker	I cost
20	\$43,900	0	\$0

T) Industrial Technology Workshops			16	\$48,000
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U worker	U cost	I worker	I cost
16	\$48,000	0	\$0

U) Green Construction			40	\$170,000
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U worker	U cost	I worker	I cost
40	\$170,000	0	\$0

c. Supportive Services

Supportive services may be provided to Northeast syNErgy participants who are unable to obtain such services from other providers in the community. These services may only be provided after it has been determined that such services are necessary to enable the participant to participate in syNErgy training or employment opportunities. Coordination between the syNErgy case manager and other partners, such as WIA, must take place to determine the availability of supportive services from sources other than the Northeast syNErgy project. To the greatest extent possible, syNErgy participants will be co-enrolled in programs that can leverage supportive service funds, such as WIA.

When supportive service funds cannot be leveraged, the syNErgy case manager will assess the participant's need for supportive services, document the results of the assessment, and document the provision of such services. Supportive services cost and time limitations will mirror those of the local WIA service provider; in some instances these limitations may be exceeded with the approval of the State syNErgy Program Coordinator. The cost limitation includes all supportive services provided during the participant's enrollment in syNErgy and those supportive services provided to the participant as part of follow up after exit. The cost of direct payment or reimbursement to clients for supportive services will be the actual costs incurred up to the maximum amount allowed. The cost of supportive services must be both reasonable and competitive in price. Assistance for allowable supportive services includes, but is not limited to:

- **Transportation:** Includes costs for items such as mileage reimbursement, basic car repairs, car liability insurance, bus, or other transportation fees.
- **Childcare:** May be provided by a licensed day care provider to clients who are not able to participate in syNErgy without such assistance.
- **Protective clothing, eyewear, tools, equipment:** These items may include eyewear, steel-toed shoes, work related or training related tools and equipment, uniforms, etc. If these items are required under the training program curriculum (included in the course syllabus), they become training costs, not supportive service costs.

- **License, Test and Application fees:** For the payment of such fees as they pertain to training or employment opportunities in the renewable energy field.

The Northeast syNErgy case manager will assist participants in finding linkages, referrals, and information about the availability of supportive service assistance not provided or funded by the Northeast syNErgy project. Such services may include: food stamps, temporary assistance for needy families (TANF), veteran's assistance funds, financial assistance for education, county public assistance funds, etc.

d. Performance, Placement & Retention

The Northeast syNErgy project relies on established partnerships with the local One-Stop Career Centers to meet the performance outcomes outlined below. The Northeast syNErgy project will partner with the Career Center's Wagner Peyser staff, most notably Business Service Representatives (BSRs), to utilize their employer contacts for possible job placement opportunities. The Northeast project will also utilize the Nebraska Department of Labor's new web-based Management Information System (MIS), NEworks. NEworks will allow for case management, participant tracking, resume development, job search and follow up services. By utilizing NEworks, syNErgy participants will have the ability to search and apply for numerous renewable energy employment opportunities either on their own, or with the assistance of their case manager. For retention, part of the "Intensive Case Management" service model is to continue services and contact with participants after they have completed training and obtained employment. This strategy allows for a greater success rate for participants who may not have immediate success in their new employment opportunities.

While the Northeast proposal does not include letters of commitment from local industry employers, the syNErgy Service Provider and Training Providers will continue to foster employer involvement throughout the life of this project. Employer incentives, such as the Work Opportunity Tax Credit (WOTC), On the Job Trainings (wage reimbursement), Customized Trainings for employers with specific workforce needs, and student Internship opportunities will be marketed to potential employers.

The Northeast syNErgy project has an "Entered Employment" goal of 80% for Unemployed Workers; and an "Average Earnings" goal of \$12 per hour for Unemployed

Workers, and \$17 per hour for Incumbent Workers. There is no Entered Employment goal for Incumbent Workers because they are already employed in the construction or energy industry. The difference in Average Earnings goals for Incumbent Workers and Unemployed Workers is due to the fact that the Incumbent Workers will most likely be earning Experienced Level Wages when they start their syNErgy training, and will be poised to earn an even higher salary after their renewable energy training. Unemployed Workers will most likely start earning Entry Level Wages once they obtain employment in the renewable energy industry.

The Northeast region's Planned Performance Outcomes (see Attachment 2) are based on the percentage of syNErgy training funds the Northeast region received for the syNErgy project; \$800,000 out of a statewide total of \$2.6 million in training funds is 31%. Based on this percentage, the Northeast region is assuming responsibility for 31% of the Statewide Planned Performance Outcomes.

Expected service numbers are higher for Incumbent Workers than Unemployed Workers. This is due to the fact that the Northeast project is seeking to secure job retention of incumbent workers in need of upgrading their skills. Job creation is an important goal of the syNErgy project, however job retention and prevention of laid off workers is also an area that syNErgy can impact.

e. Sustainability Plan

Training opportunities for the Northeast syNErgy project were developed in coordination with local training providers. The inclusion of employers and training providers during the planning process allowed for the development of a project based on current and future renewable energy opportunities in the Northeast area. The Northeast syNErgy project has established agency and program partnerships that will exist beyond the life of the grant. Relationships between employers, training providers and program service providers will be maintained to assist new job seekers, students, etc. The Northeast syNErgy project focuses on high-growth and high-demand industry opportunities related to wind and bio-fuels, with the expectation that these demands will increase in the future.

Section 3: Organizational Structure

The Northeast syNErgy project will be housed out of the One-Stop Career Centers in Columbus and Norfolk. The Northeast project will have one Full Time Equivalent (FTE), or “case manager” position for syNErgy. The syNErgy case manager will travel, as needed, between Columbus and Norfolk to operate out of the local One-Stop Career Centers, work with local training providers, and serve syNErgy participants. In addition to the 1 FTE that the Northeast region will hire to implement the syNErgy project, the Northeast area will have an assigned syNErgy State Program Coordinator to provide technical assistance and act as the administrative entity for the Northeast project. The syNErgy State Program Coordinator will not be funded through the Northeast region’s \$800,000.

The syNErgy case manager will mirror the case management strategies of the local WIA program. Training and technical assistance regarding syNErgy enrollment procedures and other syNErgy requirements will be provided to the syNErgy case manager. The case manager will be hired through Nebraska Department of Labor (NDOL). The syNErgy case manager will be an employee of NDOL, and will follow the organizational structure of their hiring agency.

Due to the high number of individuals that will be served through this project, the syNErgy case manager will be responsible for the case management of Unemployed Workers. The syNErgy State Program Coordinator will be responsible for the Incumbent Worker population. As such, the duties and services that case managers will provide to syNErgy participants not receiving “Incumbent Worker” training include, but are not limited to:

Outreach; Recruitment; Basic Skills Assessment (reading, math, etc.); Technical Skills Assessment; Interest Area Assessment; Individual Employment Plan development; Outline Training Opportunities; Coordinate Training enrollment; Process Training Expenses; Coordinate enrollment with partner programs; Leverage partner resources for client expenses; Eligibility determination; Enrollment documentation, paperwork, verification; Career Guidance; Job Search; Job Placement; OJT development & coordination (contracts, wage reimbursement, etc.); Participant Tracking (NEworks)

In order to perform these duties, the syNErgy case manager must possess the following skills:

Multi-tasking; writing; critical thinking; Microsoft Office Suite; web-based operations; interpersonal skills; strong communication; marketing; experience or education in the Human Service or related field; in addition to skills required by the hiring agency

The primary Administrative contact for the Northeast syNErgy project is:

Oscar Duran

syNErgy Program Coordinator

oscar.duran@nebraska.gov

(402) 471-9305

Section 4: Budget Narrative

The Northeast detailed budget, outlined below, includes the estimated program costs for the syNErgy project, including case manager costs, participant training costs and participant supportive services costs.

Supportive services costs were estimated based on 5% of the original training cost for each training opportunity. A primary goal of the Northeast project is to provide as many funds as possible for participant costs. For this reason, the Northeast team has not projected material costs for the implementation of this project.

Leveraged fund sources include but are not limited to:

Local WIA programs—eligible participants will be co-enrolled to maximize job training resources

Nebraska Energy Office: Weatherization Assistance Program (WAP)—working with local Community Action programs to implement this program

One-Stop Career Center services—marketing, outreach and recruitment strategies will be implemented by Career Center staff that already perform these duties

Professional Certificate Incumbent Worker Trainings—Incumbent workers will pay a portion of the fees for Professional Certificate programs, such as LEED or Certified Energy Manager (CEM)

Trade Adjustment Assistance (TAA) program—eligible participants will be co-enrolled to maximize job training resources

USDA-DOE Rural Economic Development Energy Efficiency effort— direct linkage and contact with potential employers will assist with recruitment and outreach opportunities

Northeast Detailed Budget

Case Manager Wages (1FTE)	\$32,084
Retirement, FICA, Health	\$10,588
Travel	\$1,200
Indirect Costs	\$4,813
Operational Costs	\$15,515
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Total Personnel Cost Per Year	\$64,200
2 year cost for Case Manager	\$128,400

Training Cost-Unemployed	\$428,963
<i>Clients Served</i>	<i>289</i>
Training Cost-Incumbent	\$209,057
<i>Clients Served</i>	<i>300</i>
Supportive Services Costs	\$33,580

Total Training Costs	\$671,600
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Total syNErgy Costs	\$800,000
Total Clients Served	589

Attachment 1: List of Northeast Training Opportunities

A) Wind	8	\$39,398
1 Wind Program		
B) Bio-Fuels	8	\$39,398
2 Bio-Fuels Program		
C) Solar	24	\$34,200
3 Solar Photovoltaics (PV)		
D) Renewable Energy Certificate	40	\$57,000
4 Renewable Energy Certificate (I)		
E) Weatherization	40	\$38,000
5 Weatherization		
F) Energy Auditor	40	\$38,000
6 Energy Auditing		
7 Energy Auditing for Electricians		
G) LEED	5	\$4,275
8 LEED Green Associate Test Prep		
9 LEED for New Construction		
H) Energy Management	3	\$17,912
10 Energy Manager in Training (EMIT)		
11 Prep-CEM Certification		
12 Certified Energy Manager (CEM)		

I) Waste Cap	20	\$10,450
13 Surface Training		
J) Green Systems Support	80	\$28,500
14 Green Systems Awareness		
15 Leadership Development		
16 Quality Degree		
K) Confined Space	40	\$4,940
17 Confined Space Training		
L) Boot Camps	60	\$57,000
18 Basic Skills Boot Camp		
19 syNErgy Boot Camp		
20 80 hour Boot Camp		
M) Pre-Apprenticeships	6	\$21,170
Steamfitters & Plumbers		
21 Local 464		
IBEW (Electrical Workers		
22 union)		
N) Apprenticeships	22	\$54,243
23 Pipefitter Apprenticeship		
24 Plumber Apprenticeship		
25 Electrician Apprenticeship		
26 Industrial Apprenticeship		
O) Instrumentation	40	\$38,000
27 Instrumentation		
28 Instrumentation Training		

P)	Welding	64	\$60,800
29	16 Week Weld Program (Local 464)		
30	Welding Certification (Local 464)		
31	Short Term Welding 96 hours		
32	Welding Degree Program		
33	Short Term Welding Training		
Q)	Safety Trainings	64	\$21,280
34	Utility Scale Wind Tower Safety Training		
35	30 Hour OSHA		
36	Use and Care of Tools		
37	Safety Related Workshops: OSHA/HazMat		
R)	Work-Type Experiences	25	\$73,454
38	On the Job Training Contracts		
39	Internships (Paid & Unpaid)		
40	Work Experiences		
<i>Alternate Training Opportunities</i>			
S)	Truck Driving	20	\$43,900
42	Truck Driving		
T)	Industrial Technology Workshops	16	\$48,000
41	Industrial Tech Workshop Series		
U)	Green Construction	40	\$170,000
43	Green Construction Training Program		

Attachment 2: Northeast Planned syNERgy Performance Outcomes

	Participant Outcomes	Statewide			Northeast Region			
		Incumbent Workers	Unemployed Workers	Totals	Incumbent Workers	Unemployed Workers	Totals	
1	Served	350	600	950	109	186	295	31% of Statewide Numbers
2	Beginning Education/Training Activities	350	517	867	109	160	269	86% of #1
3	Completing Education/Training Activities (85%)	298	439	737	93	136	229	85% of #2
4	Completing Education/Training Activities & Receiving Degree/Certificate (80 %)	238	351	589	74	109	183	80% of #3
5	Completing Education/Training Activities Placed Into Unsubsidized Employment (80 %)	Continued	351	351 +	Continued (b/c already employed)	109	109+	80% of #3
6	Completing Education/Training Activities & Placed Into Training Related Unsubsidized Employment (75 %)	Continued	329	329 +	Continued (b/c already employed)	102	102+	75% of #3
7	Placed In Unsubsidized Employment & Retain Employed Status 1st/2nd Quarters Following Initial Placement (90%)	Continued	315	315 +	Continued (b/c already employed)	98	98+	90% of #5

